



Aspira of New York, Inc.
Annual Report 1985

ASPIRA OF NEW YORK, INC.

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EXECUTIVE STAFF

Executive Director Angelo Gonzalez
Deputy Director of Programs William Nieves
Associate Director for Programs Joshua Marquez
Fiscal Director Lydia Sanchez
Associate Director of Development Jane Ace Beilo
Executive Assistant Lydia Torres

ON THE COVER

The **Pitirre** logo is derived from the bird of the same name, which is native to Puerto Rico. It is noted for its ability to soar higher than any bird on the island, and is used by Aspira to symbolize the soaring aspirations of Puerto Rican youth.

JULIA E. RIVERA
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NEW YORK, NY 10009

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CHAIRPERSON'S MESSAGE

ASPIRA OF NEW YORK is approaching its 25th birthday. Despite cutbacks in federal aid for education and other social programs, ASPIRA has stabilized itself and is now poised for growth.

Throughout its history ASPIRA has steadfastly advocated for quality education and provided many young Hispanics with the necessary skills to succeed in the marketplace. Today there are thousands of Hispanics working in law, business and medicine who formulated their initial career plans with an ASPIRA counselor.

Recently the agency has supplemented its public funding by reaching out to the corporate sector. There is no better example of the agency's growing acceptance within the corporate community than the \$400,000 grant made by Coca-Cola to operate a pilot dropout prevention program in Morris High School.

We will be counting on the corporate sector to support an increasingly larger share of the agency's ongoing programs and activities.

Over the next five years ASPIRA's potential to influence the educational, social, and economic status of Hispanics in New York is unlimited. Among our future plans are the expansion of the dropout prevention program, strengthening the leadership and career counseling programs, and the creation of an advocacy unit to independently monitor educational policy. Efforts are also underway to organize an ASPIRA alumni network. In keeping with the agency's growth outlook the alumni network plans to develop a yearly directory, create a speakers bureau, and develop a \$500,000 scholarship fund. We invite all of our friends to join us in planning for and participating in our year long celebration of ASPIRA's 25th anniversary.

William Radinson

BOARD OF DIRECTORS

William Radinson, **Chairman**
Philip Rivera, **Vice-Chair, Personnel**
Josephine Nieves, Ph.D., **Vice-Chair, Programs**
Wilfred Chabrier, **Vice-Chair, Finance, Secretary**
Gladys Carrion, Esq., **Vice-Chair, Development**

Frances Correa
Miguel Garcia
Fr. Roberto Gonzalez
Luis Miranda
Raymond Plumey
Fabian Rivera
Roberto Ramos
Ana Vives

EXECUTIVE DIRECTOR'S REPORT

As we enter ASPIRA's twenty-fifth year, we share with delight, in the accomplishments of the past year:

Sixty graduating club seniors ready to embark on another voyage—higher education.

Workshops planned and implemented by the Aspira Clubs Federation and invited education experts on such topics as High School Requirements, Effective Study Skills, Social Communications, Importance of Higher Education in Society, etc.

The continuation of the Areyto Ceremony which resulted in over one hundred and fifty students pledging their commitment to educational attainment and service to the community.

This year the Health Careers Program placed thirteen students in professional schools: ten in various medical schools, two in Osteopathic Schools and one in Podiatry.

It was also a year that signaled the agency's need to develop and implement a drop out prevention program to address the increasing number of Puerto Rican/Latino students who are leaving the public school system.

The need to consolidate program components as well as to maximize our services to students became increasingly necessary as a result of public funding cutbacks. This climate of government retrenchment and budget reductions required optimal levels of performance and services which challenged ASPIRA staff to seek new ways to meet its goals. In this regard partnerships were initiated with the corporate and philanthropic sector to provide funding to support program services.

No single issue reflects the importance of ASPIRA's work as that of the drop out crisis facing Puerto Rican/Latino youth locally and nationally. The need to develop effective working relationships with community-based organizations, the public schools and

advocates for change must be encouraged to ensure a mutual commitment to effectively stem the tide of drop outs. ASPIRA continues to play a role in developing these partnerships with such organizations as the Puerto Rican Latino Educational Roundtable, Coca-Cola Hispanic Education Fund, Advocates for Children and the Educational Priorities Panel.

Perhaps the most important issue of all is that of student input and empowerment. Through the continuing development of the ASPIRA CLUBS FEDERATION, representing seventeen clubs in the high schools, students and staff work diligently to address the serious gap in leadership development among youth. It is increasingly evident to us at ASPIRA that unless there is a sustained long term effort to develop youth leadership that the gap will widen even further making our ability to influence policy negligible or non-existent.

A knowledgeable and committed leadership for our community's growth and well being continues to take top priority at ASPIRA. It is the mission of the organization; a mission that is rooted in the club structure and is spread by the agency's growing alumni.

I am truly proud to be associated with the many special people; staff, board members and alumni who give so much to ensure that ASPIRA's mission continues.

To the many corporations, foundations and individuals who contribute financially and spiritually, many special thanks.

As we prepare to celebrate our twenty-fifth anniversary, I look today with great hope and anticipation to the students who will assume the role of leadership tomorrow.

Angelo Gonzalez

LEADERSHIP DEVELOPMENT PROGRAM

The Leadership Development Program continues to be the backbone of the ASPIRA PROCESS. Through this program ASPIRA teaches Puerto Rican and other Hispanic youth:

To recognize the importance of education as the instrument to attain knowledge, skill, excellence, success, and

To learn and understand their traditions and cultural heritage, while developing an appreciation and commitment to the community in which they live.

During 1984-85 the Leadership Development Program organized and developed seventeen ASPIRA leadership clubs and ASPIRA centers:

Bronx

John F. Kennedy H.S.
Theodore Roosevelt H.S.
Evander Childs H.S.
Harry Truman H.S.
Morris H.S.
Bronx Center Home Club

Manhattan

Park West H.S.
Park East H.S.
Norman Thomas H.S.
Manhattan Center for
Math & Science

Brooklyn

Clara Barton H.S.
Brooklyn Technical H.S.
John Jay H.S.
Automotive H.S.
Eli Whitney H.S.
Eastern District H.S.



Puerto Rican/Latino Youth Conference
keynote address.

These clubs, which met 160 times this year, provided students with an array of counseling and other services to help develop their potential, become self-motivated and take personal responsibility for their academic work and professional future. Over 1,000 students were serviced through counseling and club programs.

A generous grant from the New York Foundation enabled us to expand the leadership clubs and strengthen the *ASPIRA CLUBS FEDERATION*. Sixty-four leadership training seminars were carried out for all locations and the clubs organized and implemented their own boroughwide/citywide activities. The Federation met twelve times.

The *Areyto Ceremony*, a traditional initiation ceremony rooted in the Puerto Rican Taino culture, was attended by more than 250 individuals. One hundred fifty students took the initiation oath pledging their commitment toward self-improvement and the betterment of their communities. The A.C.F. also developed and carried out its second annual Puerto Rican/Latino Youth Conference attended by over 100 youth.

Service to the community continued to be a priority within the Leadership Development Program. In the past year the clubs were involved with:

Raising money for Ethiopian relief,

Sponsoring fundraisers for an Easter contribution to day care centers,

Participation in the annual March of Dimes Walkathon,

Participation in school blood drives, and

Fundraising to sponsor an *Aspirante's* attendance to the United Nations Youth Trip to the Soviet Union.



Puerto Rican/Latino Youth Conference Workshop, "We The Youth Also Belong" (March, 1985)

HEALTH CAREERS PROGRAM

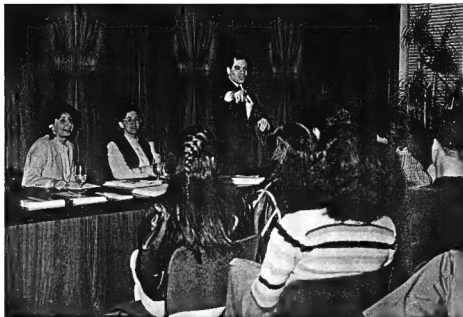
ASPIRA's Health Careers Program was created in 1970 to improve and enhance health care delivery in New York's Puerto Rican/Hispanic community, and to maximize the opportunities for Hispanics to enter and succeed in medical, dental, and allied health professional schools. Working with students from their senior year in high school to their freshman year in medical/health professional school, over 200 students were assisted during 1984-85. Two special academic activities per month were held including field trips to medical institutions such as SUNY/Stony Brook and Albert Einstein Medical Schools. A series of workshops were held where students could gain exposure to health programs such as Fordham's School of General Studies' *Shadow Program* and the American Red Cross' *Baby Track Program*. 300 students participated in a medical school conference at Columbia College of Physicians and Surgeons. Ninety-two students participated in a lecture series which focused on such issues as *Minorities in Research*, *Selecting Your Specialty*, and *Community Health Care*. Throughout the year students received personal counseling on selecting the best schools for their career interests as well as on financial aid opportunities available.

Many of our Health Careers Program Alumni served vital roles in the success of our activities through their participation as speakers, workshop leaders and role models.



Health Careers Program students receive awards
for outstanding achievement (June, 1985).

TALENT SEARCH PROGRAM



Careers presentation, sponsored by the First Boston Corp. (March, 1985).

The Talent Search Program's primary purpose is to motivate students through on-going counseling to enter a post-secondary institution. The program assists students with the college application process, obtaining financial aid and provides academic counseling, campus visits, Scholastic Aptitude Test (SAT) preparatory workshops and admission interviews. General counseling sessions as well as informational seminars, conferences and classes about colleges, careers and financial aid are given directly to students and made available to other organizations.

During 1984-85 1,200 students were serviced by the Talent Search Program. Over 60 workshops and 2,000 counseling sessions were held. Scholastic Aptitude preparatory classes were conducted and attended by 30 students.

In December, a *College Awareness and Career Exploration Day* was held at Brooklyn College for 250 students. In March of 1985 a *Business Careers Seminar* was held in conjunction with the Wall Street Chapter of *National Image, Inc.* and hosted by the *First Boston Corporation*.

The *Junior College Interview Meeting* was held in April with 55 college representatives and 680 students participating. In May, a *Career Awareness Day* was hosted by *I.B.M.* and attended by 25 students. Talent Search program staff participated in a number of high school college career days throughout the year.

CONSOLIDATED YOUTH EMPLOYMENT PROGRAM

The Consolidated Youth Employment Program is designed for high school graduates and dropouts seeking a viable alternative to a college experience. ASPIRA provides skills training in Data Entry/Accounting, Word Processing, Typing and Digital Technology. General Equivalency Diploma (G.E.D.) preparatory training is provided for high school dropouts. ASPIRA works with the corporate/business sector in obtaining jobs for these trained young people.

Between October 1983 and June 1985 210 youth participated in basic skills development and vocational training courses. More than 50 percent of these were high school dropouts. As of June, 1985, 110 of these participants had been placed in jobs and 48 others were continuing in educational programs.

Through generous grants from the New York Community Trust and the Mary Reynolds Babcock Foundation, ASPIRA was able to expand its scope of service delivery during 1984-85. An additional 274 youth, ineligible for government subsidized programs, were serviced through academic/vocational assessment, remediation referrals, employability enhancement workshops/seminars and employment referrals.

A variety of outreach and training efforts were aimed at increasing employment for young Hispanics. A one day training program to over 120 applicants for the recent machine operator examination administered by the United States Parcel Service. Training for 275 persons interested in working with the Department of Mental Hygiene. Of these, more than 24 have actually begun working. A field trip to IBM facilities in Harrison, NY, during which twenty-five participants were given an orientation to careers in computers fields.

COLLEGE RETENTION PROGRAM

The CCNY/ASPIRA Special Services Program is a college retention program available to students attending City College. Five-hundred students participated in this program during 1984-85. Approximately 3,500 individual counseling sessions and workshops were held, covering such areas as academic advisement, financial aid, personal needs, and career exploration.

Nearly 2,000 individualized tutoring sessions were held for remedial work in math, English, and speech. A series of educational workshops were provided in areas such as study skills, note taking, writing term papers, test taking, and research.

Special activities included the International Cultural Christmas Festival, the CCNY/ASPIRA Faculty Service Award Reception, the Third Annual CCNY/ASPIRA Students' Award Ceremony, and the ASPIRA of New York Prom and Award Ceremony.

The CCNY/ASPIRA Hispanic Club entered its second year with an active membership of 30 students. The club held 26 weekly meetings and sponsored a series of special events for club members.

MAYOR'S SCHOLARSHIP FINANCIAL AID ASSISTANCE PROGRAM

The Mayor's Scholarship Program is administered by a consortium of community service agencies—ASPIRA OF NEW YORK, INC., The New York Urban League and The Admission, Referral and Information Center (A.R.I.C.), and is designed to provide supplemental financial assistance to undergraduate college students. In addition, counseling, workshops and training sessions are provided to high school and college students.

During 1984-85 ASPIRA's outreach activities included presentations and contacts with 119 high schools and 609 community-based organizations. Staff attended 15 college and career fairs for high school students. They also provided 22 financial aid workshops in high schools and colleges. Seven in-house financial aid workshops were held at ASPIRA centers. *Aspira's Resource Guide for Financial Aid* and the *Financial Aid Reference List* were updated, expanded and distributed to counselors at four borough-wide financial aid training seminars.

More than 10,000 applications for the Mayor's Scholarship Program were distributed for fiscal year 1985 by ASPIRA OF NEW YORK, INC. In addition, 400 individual counseling sessions and 500 phone consultations were held for close to 300 students to discuss financial aid. We also mailed 1,200 pieces of correspondence to students in response to requests for our services.

Eight \$500 Edwin Gould/ASPIRA Scholarships were given to recipients selected on the basis of academic achievement, financial need and community service.



Financial Aid Seminar conducted by Zoraya Maldonado, M.S.P. Coordinator (March, 1985)

ADVOCACY IN 1984—85

In September 1984, ASPIRA established a set of priorities for its advocacy efforts vis à vis the New York City Public School System which it shared with newly appointed Schools Chancellor and former ASPIRA OF NEW YORK BOARD MEMBER Nathan Quiñones. ASPIRA was instrumental in having the Educational Priorities Panel (a city-wide coalition of twenty-five parent and civic organizations of which we are a founding member) undertake a year-long research project on the status of services to students with limited English proficiency. The Panel's report, *Ten Years of Neglect: The Failure to Serve Language-Minority Students in the New York City Public Schools*, was published in October 1985. ASPIRA's finding that 44,000 (or 40 percent) of all entitled students were not receiving any mandated services was thus independently validated. As a result of conversations between Chancellor Quiñones and ASPIRA's leadership, the Chancellor's Commission on Bilingual Education was re-established with representation from various language minority communities.

ASPIRA also provided a detailed critique of the Board of Education's draft revision of its policy on Bilingual Education. As a result, the Chancellor's Commission developed its own recommendations for a new policy statement on dual language proficiency. ASPIRA and lawyers from the Puerto Rican Legal Defense and Education Fund participated in negotiations with representatives of the Board of Education over revised policies and procedures for identifying and placing limited English proficient (LEP) students. Through its participation in the Puerto Rican/Latino Educational Roundtable (of which ASPIRA is also a founding member) and the Attendance Improvement/Dropout Prevention (AIDP) Coalition, ASPIRA continued to monitor the implementation of dropout prevention programs funded by the New York State legislature.

In these forums, as well as in meetings of the Chancellor's Educational Advocacy Advisory Committee, the agency advocated for better targeting of funds and services to students most at risk of dropping out. As a result of our participation, we were able to persuade the Board of Education and the State Legislature to provide funds for collaborative dropout prevention programs between junior and senior high schools and community-based organizations. A tangible result was the granting of an AIDP contract to ASPIRA to replicate its Project AWARE model program at Morris High School, Bronx, at Eastern District High School in Williamsburg, Brooklyn.

Through the agency's participation in weekly meetings and public hearings on the Chancellor's Budget Request and the Mayor's Executive Budget, we were also instrumental in procuring major budgetary increases in the New York City Budget for 1985-86 in the areas of reform of the high school allocation formula, the expansion of summer school programs and supplies for school libraries. ASPIRA also continued its involvement in other educational advisory and advocacy groups such as the New York State Commissioner's Advisory Council on Bilingual Education and the Puerto Rican Council on Higher Education.

DROPOUT PREVENTION – PROJECT A.W.A.R.E.

Project A.W.A.R.E. has maintained a caseload of approximately 160 students which includes 120 students from the ninth grade bilingual class as well as students in the school who are active members of the ASPIRA Leadership Development component. The services include basic skills instruction, career counseling and exploration, leadership development, and family assistance. Having completed its first year of operation Project A.W.A.R.E. has already made significant strides in providing a positive learning environment and in maximizing student retention. The family assistance component, a service aspect unique to this program has, in particular, been an important factor in reducing truancy, and absenteeism.

The ASPIRA/Morris High School A.W.A.R.E. Project funded by Coca-Cola, U.S.A., was conceived as a result of the efforts of ASPIRA OF NEW YORK and Morris High School to devise an effective means for retaining students in high school. The target population for this pilot program lives in the heart of the South Bronx. Many of these students manifest the learning problems characteristic of young people who live in socio-economically disadvantaged areas.



Project A.W.A.R.E. group counseling session



Project A.W.A.R.E. Peer-Helping Peer tutorial session

Auditor's Report

Board of Directors
Aspira of New York, Inc.

We have examined the balance sheet of ASPIRA OF NEW YORK, INC. as of June 30, 1985 and the related statements of support, revenue and expenses and changes in fund balances, functional expenses, and changes in financial position for the year then ended. Our examination was made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, the financial statements referred to above present fairly the financial position of ASPIRA OF NEW YORK, INC. as of June 30, 1985, and the results of its operations and the changes in its fund balances and its financial position for the year then ended, in conformity with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

SUL MASEH & COMPANY
Certified Public Accountants
October 30, 1985

ASPIRA OF NEW YORK, INC.
Statement of Support, Revenue and Expenses
and Changes In Fund Balances
Year Ended June 30, 1985

	CURRENT FUNDS		FIXED ASSET FUND	TOTAL ALL FUNDS
	Unrestricted	Restricted		
Public Support, Grants and Revenue:				
Corporations and foundations	\$113,499	\$133,588	—	\$ 247,087
Government grants	—	977,476	—	977,476
Transfers from Aspira of America, Inc.	—	63,848	—	63,848
Community	310	—	—	310
Miscellaneous	18,966	—	—	18,966
Transfers of administrative overhead	37,616	(37,616)	—	—
Total public support, grants and revenue	170,391	1,137,296	—	1,307,687
Expenses:				
Program Services				
Student aid, counseling and placement	1,150	642,114	—	643,264
Community services	—	502,737	—	502,737
Total program services	1,150	1,144,851	—	1,146,001
Supporting Services				
Management and general	99,433	—	12,157	111,590
Fund raising	26,293	—	—	26,293
Total supporting services	125,726	—	12,157	137,883
Total expenses	126,876	1,144,851	12,157	1,283,884
Excess (Deficiency) of public support, grants and revenue over expenses	43,515	(7,555)	(12,157)	23,803
Transfers from (to) other funds	(15,905)	5,750	10,155	—
Fund balances (Deficit), beginning of period	(119,894)	6,133	28,398	(85,363)
Fund balances (Deficit), end of period	\$ (92,284)	\$ 4,328	\$ 26,396	\$ (61,560)

ASPIRA OF NEW YORK, INC.
Statement of Functional Expenses
Year Ended June 30, 1985

	Student Aid, Counseling, and Placement	PROGRAM SER- Community Services
Salaries	\$ 469,226	\$ 277,194
Payroll taxes and fringe benefits	93,925	61,743
Total salaries and related costs	563,151	338,937
Board activities and meetings	96	—
Educational and program materials	3,217	170
Interest	—	—
Occupancy, utilities and maintenance	30,613	32,073
Other office operating expenses	3,431	1,410
Payroll tax penalties	—	—
Printing and publications	2,547	2,945
Professional fees and contractual services	1,510	2,707
Program activities, seminars and workshops	4,459	4,090
Student scholarships, stipends and tuition	1,150	100,724
Supplies and equipment rental	12,354	9,867
Telephone and postage	13,204	8,119
Travel and meetings	5,727	1,701
Miscellaneous	—	—
Total expenses before depreciation	641,459	502,737
Depreciation	1,805	—
	\$ 643,264	\$ 502,737

ASPIRA OF NEW YORK, INC.**Balance Sheet****June 30, 1985**

	CURRENT FUNDS		FIXED ASSET FUND	TOTAL ALL FUNDS
	Unrestricted ASSETS	Restricted		
Cash	\$ 38,823	\$ 27,462	—	\$ 66,285
Grants receivable	1,000	102,062	—	103,062
Due from Aspira of America, Inc.	—	18,188	—	18,188
Property, equipment and improvements (net) (Note 1)	—	4,328	41,237	45,565
Other assets (Note 2)	9,681	1,735	—	11,416
Interfund transfer	(18,881)	18,881	—	—
	<u>\$ 30,623</u>	<u>\$ 172,656</u>	<u>\$ 41,237</u>	<u>\$ 244,516</u>

Liabilities and Fund Balances (Deficit)

Bank overdraft	\$ 2,040	—	—	\$ 2,040
Accounts payable and accrued expenses (Note 3)	25,079	7,935	—	33,014
Accrued payroll and payroll taxes	47,690	—	—	47,690
Grant advances	5,250	97,533	—	102,783
Due to Aspira of America, Inc.	28,195	6,648	—	34,843
Obligations under capital leases (Note 4)	5,106	—	14,841	19,947
Due to governmental funding source	9,547	56,212	—	65,759
Total Liabilities	122,907	168,328	14,841	306,076
Fund balances (Deficit)	(92,284)	4,328	26,396	(61,560)
	<u>\$ 30,623</u>	<u>\$ 172,656</u>	<u>\$ 41,237</u>	<u>\$ 244,516</u>

SUPPORTING SERVICES

Total	Management and General	Fund Raising	Total	TOTAL EXPENSES
\$ 746,420	\$ 28,660	\$ 5,631	\$ 34,291	\$ 780,711
155,668	11,230	845	12,075	167,743
<u>902,088</u>	<u>39,890</u>	<u>6,476</u>	<u>46,366</u>	<u>948,454</u>
96	1,331	—	1,331	1,427
3,387	183	—	183	3,570
—	12,535	—	12,535	12,535
62,686	8,668	—	8,668	71,354
4,841	2,330	—	2,330	7,171
—	3,067	—	3,067	3,067
5,492	2,224	—	2,224	7,716
4,217	8,985	18,725	27,710	31,927
8,549	1,060	—	1,060	9,609
101,874	—	—	—	101,874
22,215	5,403	600	6,003	28,218
21,323	196	119	315	21,638
7,428	5,419	373	5,792	13,220
—	8,142	—	8,142	8,142
<u>1,144,196</u>	<u>99,433</u>	<u>26,293</u>	<u>125,726</u>	<u>1,269,922</u>
1,805	12,157	—	12,157	13,962
<u>\$1,146,001</u>	<u>\$ 111,590</u>	<u>\$ 26,293</u>	<u>\$ 137,883</u>	<u>\$1,283,884</u>

ASPIRA OF NEW YORK, INC.
Corporate, Foundation & Personal Gifts
July 1, 1984 - June 30, 1985

American Stock Exchange
Avon Products Foundation, Inc.
Bankers Trust Company
The Louis Calder Foundation
Chase Manhattan Bank
Citibank, N.A.
Coach Leatherware
Coca-Cola, U.S.A.
Consolidated Edison Company of New York
The Equitable
Freeport McMoran, Inc.
Edwin Gould Foundation for Children
W.R. Grace Foundation
Grand Union/Colonial Stores Foundation
Greater New York Fund (C.A.D. grant)
I.L.G.W.U. Local 22
I.L.G.W.U. Local 23-25
I.L.G.W.U. Local 66
I.L.G.W.U. Local 91-105
I.L.G.W.U. Local 99
I.L.G.W.U. Local 132-98
I.L.G.W.U. Local 155
I.L.G.W.U. Sportswear & Allied Joint Workers Board
The Klingenstein Fund
R.H. Macy & Co.
Manufacturers Hanover Trust Company
Madeline Low Fund
Merrill Lynch & Company
Philip Morris, Inc.
New York Community Trust
New York Foundation
New York Life Foundation
New York Telephone Company
New York Times Company Foundation
North American Reassurance
Maurice Robinson Fund
The Scherman Foundation, Inc.
Securities Exchange Commission
Surdna Foundation
Westvaco Corporation
WNBC-TV 4

In Memory of Daniel Rivera

Personal Gifts

Jose Morales, Jr.
Bernie Melendez

